

Message Text

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TO AMEMBASSY PARIS

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SUBJECT: ITEM 8.1.2: REPORT OF THE DIRECTOR-GENERAL
ON THE IMPLEMENTATION OF THE LONG-TERM RECRUITMENT PLAN
(97 EX/23)

1. THE U. S. DEL SHOULD INDICATE ITS UNDERSTANDING THAT,
AS A RESULT OF A SLOWING DOWN OF RECRUITMENT TO A NUMBER
OF SECRETARIAT POSTS DURING 1974 AND BY A CURRENT "FREEZING"
OF ALL VACANT POSTS DECIDED BY THE DIRECTOR-GENERAL, IT
WILL NOT BE POSSIBLE TO MEET FULLY THE INITIAL RECRUITMENT
TARGETS OF THE PLAN FOR 1975 AS OUTLINED IN ANNEX II.

2. THE U. S. DEL SHOULD ALSO EXPRESS ITS UNDERSTANDING
THAT AFTER JULY 1975, WHEN THE "FREEZE" ON HIRING IS LIFTED
AT THE SECRETARIAT, THE DIRECTOR-GENERAL WILL HAVE TO
REVIEW AGAIN THE FINANCIAL SITUATION OF THE ORGANIZATION
AND WHEN ANY CHANGES IN THE STRUCTURE OF THE SECRETARIAT
HAVE BEEN DECIDED, FOLLOWING THE 97TH SESSION OF THE
EXECUTIVE BOARD, FURTHER ADJUSTMENTS TO THE PLAN WILL HAVE
TO BE MADE IF NECESSARY. IN THIS CONNECTION, ACCORDING
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TO ANNEX II, THE UNITED STATES WOULD HAVE TO RECEIVE 16
APPOINTMENTS IN 1975 TO MEET THE QUOTA OF THE PLAN.
OBVIOUSLY, THIS WILL BE DIFFICULT WITH THE CURRENT FREEZE
IN EFFECT, WHICH WILL NOT BE LIFTED UNTIL JULY 1975, BUT

WE HOPE IT WILL BE POSSIBLE.

3. THE U. S. DEL SHOULD STRESS THE POINT THAT IN ORDER TO ACHIEVE BY 1978, REPRESENTATION AT THE MID-POINT BETWEEN THE MAXIMUM AND THE MINIMUM OF THEIR QUOTA FOR ALL OVER-REPRESENTED AND UNDER-REPRESENTED MEMBER STATES, THE PLAN MUST BE STRICTLY ADHERED TO.

4. THE U. S. DEL SHOULD NOTE WITH CONCERN THAT THE "REPORT OF THE DIRECTOR-GENERAL ON THE IMPLEMENTATION OF THE LONG-TERM RECRUITMENT PLAN", DOES NOT MAKE SPECIFIC REFERENCE TO THE REQUIREMENT OF ARTICLE VI, PARA. (4), OF THE UNESCO CONSTITUTION THAT PARAMOUNT CONSIDERATION IN SELECTING STAFF IS THE SECURING OF THE HIGHEST STANDARDS OF INTEGRITY, EFFICIENCY AND TECHNICAL COMPETENCE.

5. THE U. S. DEL SHOULD SUPPORT THE DIRECTOR-GENERAL'S DECISION IN EFFECTING THE BEST WAYS AND MEANS OF IMPROVING THE PARTICIPATION OF WOMEN IN THE PROGRAM FORMULATION, DECISION-MAKING AND ADMINISTRATIVE FUNCTIONS OF THE SECRETARIAT. IN THIS CONNECTION, IT WOULD BE USEFUL FOR THE SECRETARIAT TO PUBLISH ANNUAL STATISTICS, BY GRADE AND NATIONALITY, ON THE NUMBER OF WOMEN PROFESSIONALS IN POSTS SUBJECT TO GEOGRAPHIC DISTRIBUTION.

6. IN CONNECTION WITH THE RECRUITMENT ACTION PROGRAMS REFERRED TO IN V.17, THE U. S. DEL SHOULD ASSURE THE SECRETARIAT THAT THIS GOVERNMENT STANDS READY TO ACTIVELY COLLABORATE WITH UNESCO IN AN EFFORT TO ACHIEVE OUR RECRUITMENT TARGET. KISSINGER

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